



CAPPMIS Present and Future

ACQUISITION SUPPORT CENTER

Tom Evans, Information Management Officer

Agenda

- Reliability of the Database
 - CAPP MIS Workgroup
 - Short term /Long Term
- Composition of CAPP MIS
 - Who belongs
 - Issues
- Status of OSD efforts
 - Changes to DSPDS
 - Workforce Management Information System

CAPPMIS WORKING GROUP

Team Members

COL Dockins

**Trish Hopson, Team Lead
CSO**

Tom Drinkwater, NGB

Greg Zyro, IM Team

Wen Lin, IM Team

Bruce Dahm, AMB

Laurie Porras, Southern

Bob Sivalelli, NE CSO

Chris Houck, MEDCOM

Ann Galway, NCR CSO

CAPPMIS WORKING GROUP

WORKING GROUP GOALS:

- Determine cause(s) of inaccuracies in CAPPMIS
- Recommend solutions
- Ensure integration of OSD DACM DCPDS Initiatives

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Causes Identified:

- Monthly Updates:

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graph LR; A[CAPP MIS Build Process] --> B[CAPP MIS]; B --> C[ACPERS]; B --> D[DCPDS]; C --> E[RPA]; C --> F[CPOC]; E --> G[Bad Data]; F --> G; D --> E; D --> F; F --> H[Data Corruption]; G --> H; B --> I[Data Corruption];
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- Acquisition data not entered or entered incorrectly by CPOC.
- RPAs frequently don't identify position as acquisition; i.e., requesting authority does not identify as acquisition. CPOCs do not monitor or do not know position is acquisition.

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Causes Identified (continued):

- Position data in CAPPMIS not real time --- 15 days-3 months old.
- Data fluid and no central management: personnel moves; reorganizations; retirements; resignations; promotions.
- Data corrected by IM Team/ACMs overwritten with bad data at monthly builds.
- APL overwrites ACPERS input.
- Commands did not consistently follow assimilation spreadsheet instructions; data returned impossible to scrub; data from assimilation pulled in on top of already existing inaccuracies.

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Consensus of Working Group:

- CAPPMIS is a good system.
- Problem lies in source data; i.e., field Input.
- Problem lies in moving from one system to another.
- Need to correct and maintain accurate CAPPMIS data.
- Must work closely with OSD for long-term fix (2 months to several years).

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Examples of differences between CAPPMIS and ACPERS CAPPMIS

ACPERS (DCPDS)

	ACPERS (DCPDS)	CAPPMIS
Total civilians in A&TWF	58,646	60,767
Total CAPs	10,520	11,245
CAPs w/AC membership	4,580	2,787
Workforce eligible to retire 2005	18,725	19,421
A&TWF in ACF BCEFM	4,565	847
Non-CAPs with Undergrad. Degree	29,078	28,753
CAPs with undergraduate Degrees	9,853	10,230

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Short Term: Improve integrity of CAPPMIS while working on long-term

- Scrub current database (completed).
- ACMs have access to generate APC for new positions; delete vacant non-CAP APL numbers. (APL for everyone)
- Rewrite CAPPMIS so does center around APL; eliminate APL for non-CAPs; continue to review need for CAPs. (Changes to ACRB)
- Continue to pursue G-1 Policy endorsement of hiring policy.
- Draft memo from AAE to Director G-1 Policy requesting support for maintaining acquisition data in DCPDS.

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Short Term (Continued)

- Establish MOA with G-1 Policy (CPOCMA) whereby ASC agrees to develop a handbook for use in the CPOC/CPAC and conduct periodic training sessions; G-1 Policy agrees to ensure acquisition data on the RPA entered correctly.
- Establish a single data source. (DCPDS)

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Long Term Solutions:

- OSD DACM has many on-going initiatives to accommodate acquisition data in DCPDS, some funded/some not funded; long-range goal is one system.
- Army serve as pilot for new OSD initiatives.
- Designate a technical lead in IM to work closely with OSD.
- Continue to review need for APL for CAPs (research CPCN plus system generated sequence number as option).

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Why we continue to need CAPPMIS:

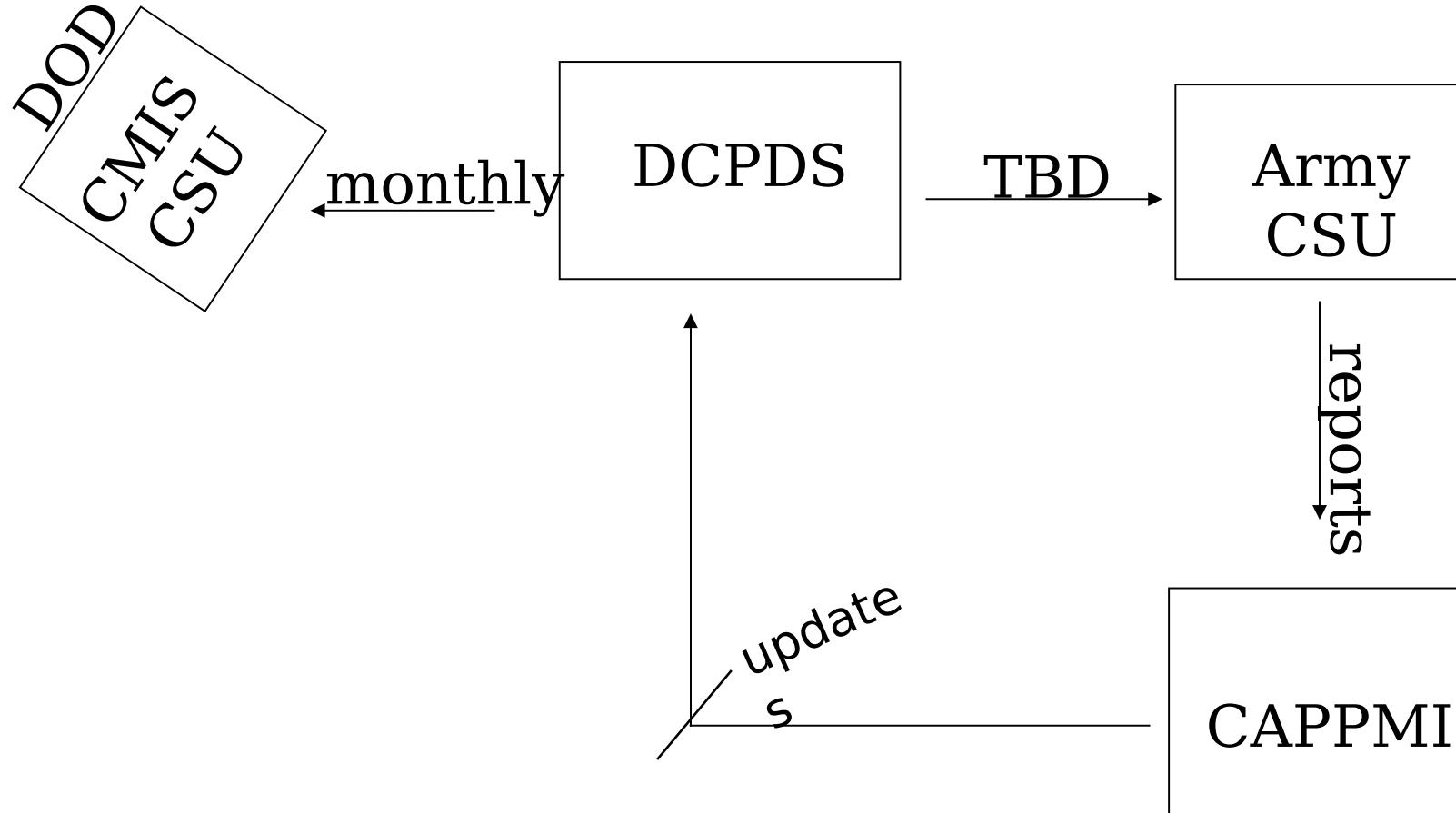
- OSD projection optimistic
- OSD initiatives require testing
- CAPPMIS provides
 - * ACRB (OSD 5 page)
 - * IDP
 - * Waivers
 - * DAU Projections
- Military data
- MAPL
- SRPE
- ASC initiatives (e.g., GOSC)

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Recommendations:

- Eliminate use of APL for non-CAPs (IM Team).
- Rewrite CAPPMIS so it does not center on APL (IM Team).
- Pursue endorsement of G-1 Policy hiring policy/procedures (ACMP3).
- Issue AAE memo to G-1 Policy (ACMP3).

CAPPMIS Revised



Composition of CAPP MIS

- DA Civilians
- Army Acquisition Officers
- NG Civilians
- NG Acquisition Officers
- Army AMEDD
- Army Reserve
- Army Acquisition GO
- Limited
 - Guest
 - Local National
 - Non DA

OSD Approach to Improving AT&L Data

- Long term Objective
 - One set of processes
 - DCPDS and Data Warehouse
- Three Inter-Dependent initiatives
 - Changes to DCPDS
 - Add missing data elements
 - Fix problem areas
 - Add Mass update capability
 - Data Warehouse
 - Workforce Management Information System
 - Strategic System

Solving the challenges together

- Limiting the work load for Structures IM Team
- Limiting non standard requests
- Use the tools you have
- Help us create the tools you need
- Understand you are key customer but not the only one.